



**CITY OF COLLEGE STATION  
POLICE DEPARTMENT**

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Mr. Thomas Brymer  
City Manager  
City of College Station

Dear Mr. Brymer:

September 11, 2001, was a defining moment in American history and the history of the entire world. Because of that day, our world as we have known it will never be the same. We are now more aware of our vulnerabilities and have a greater appreciation and understanding of the freedom we enjoy. We also realize that to continue to live in a free nation, we must be willing as individuals to sacrifice a small portion of ourselves to make our community a safer place to live.

We, the members of the College Station Police Department, are dedicated to making our community a safer place to live. We have heard President Bush's request "to have a renewed commitment to doing good." We have captured the spirit to be even more vigilant to ensure that the rights of all people are protected.

During 2002, we demonstrated our dedication and our commitment to the citizens of College Station through our tireless efforts to solve the murder of College Station resident Doresela Roman. Our officers, working with Mexican authorities, located the murder suspect, Omar Gamez, living in a village in Mexico. Gamez was successfully apprehended and then returned to Brazos County where he currently awaits trial.

I am proud of the efforts of our police officers in the Doresela Roman case, and I am proud of the efforts of our officers in the numerous other cases they work and solve on a daily basis. Because of the dedication and commitment of our officers, College Station is a safe place to live, work, and raise a family. Because of the dedication and commitment of our officers, the citizens of College Station can truly enjoy the freedom granted to them by the Constitution of the greatest nation on earth.

Sincerely,

Edgar R. Feldman  
Chief of Police



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## LAW ENFORCEMENT CODE OF ETHICS

**A**s a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality, and justice.

**I** will keep my private life unsullied as an example to all and will behave in a manner which does not bring discredit to me or my agency; I will maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

**I** will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

**I** recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of bribery nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

**I** know that I alone am responsible for my own standard of professional performance and will take every opportunity to enhance and improve my level of knowledge and competence.

**I** will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.

International Association of Chiefs of Police, Inc. 1991



## **MISSION STATEMENT OF THE COLLEGE STATION POLICE DEPARTMENT**

We, the members of the College Station Police Department, exist to serve the citizens of and visitors to our community with respect, fairness, and compassion. We are dedicated to the prevention of crime; the protection of life and property; the maintenance of law and order; the enforcement of laws and ordinances; and upholding the constitutional rights of all those within our jurisdiction.

With a philosophy of service to the customer, we have established goals and objectives designed to achieve our mission. By the investigation of all offenses and incidents that come to our attention, we seek to improve the quality of life and sense of security in our community.

We hold ourselves to the highest standards of law enforcement conduct and ethics. We seek to earn and maintain public confidence by holding ourselves responsible to those we serve. With the knowledge that we are servants of the public, we dedicate ourselves to professional growth and development through effective leadership training.

## **PURPOSE STATEMENT**

To Protect Life, Liberty, and Property

To Reduce Criminal Opportunity

To Recover Lost or Stolen Property

To Preserve Civil Order

To Investigate Crime

To Enforce Statutory Law

To Apprehend Violators and Vigorously Seek Prosecution

To Provide Assistance and Service through Education, Advice, and Referral



## COLLEGE STATION POLICE DEPARTMENT

### VALUE STATEMENT

- Dedication to the department's mission and professional conduct in providing law enforcement services is essential to community support and successful performance.
- Positive contributions and innovation are supported and encouraged in the achievement of the organizational goals.
- Organizational pride and integrity are the direct results of interpersonal trust, individual honesty, healthy competition, teamwork, and open communications at all levels.
- Authority must be extended to the appropriate organizational level and individuals must be willing to accept personal responsibility and organizational accountability for their decisions.
- Our future is determined by the development and maturity of each individual member.



**2002 - College Station City Council**





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**Tom Brymer – City Manager**



## 2002 - AN OVERVIEW

### January

On January 14<sup>th</sup>, officers responded to the College Station Medical Center in reference to a deceased infant. Investigation showed that the suspect delivered the child at her residence and then placed the infant in a plastic bag. Some time later the suspect took the infant to the hospital. The results from the autopsy were that the manner of death was asphyxiation and the death was ruled a homicide. The suspect in this case was sixteen years old at the time of the offense. On March 26<sup>th</sup>, Detectives arrested a seventeen-year old College Station woman and charged her with **Murder**.

### March

On March 6<sup>th</sup>, Communications Operator **Morris Carrillo** was given the City of College Station **Standing Ovation and Recognition (SOAR)** award. This award was given as a result of Carrillo's actions and response to a 911 telephone call on November 5<sup>th</sup>, 2001 where Carrillo received a call involving an infant having a seizure. The infant had stopped breathing and Carrillo very professionally instructed the mother on CPR over the telephone while trying to reassure her that help was on the way. The infant was resuscitated.

### April

During the month of April the College Station Police Department assisted Texas A&M University with a total of five Dignitary Protection assignments. On April 7<sup>th</sup>, we assisted with the visit of British Prime Minister Tony Blair and National Security Advisor Condaleeza Rice. On April 8<sup>th</sup>, our officers assisted the United States Secret Service with a protective detail for the President of Bolivia. On April 24<sup>th</sup>, our officers were on hand to assist with a visit from United States First Lady Laura Bush. Finally, on April 26<sup>th</sup>, the College Station Police Department assisted with two dignitary details. The first was for Crown Prince Abdullah of Saudi Arabia and later in the day we helped with a security detail for the King of Morocco.

### May

On May 13<sup>th</sup> a bronze statue featuring a small boy and a police officer was delivered and installed in front of the College Station Police Department. College Station Police Chief Ed Feldman was the model for the police officer in the statue which is called "Service with Honor." The artist for the statue was Payne Lara. The statue was dedicated on May 15<sup>th</sup> during the 15<sup>th</sup> Annual Law Enforcement Memorial Service.





## June

On June 9<sup>th</sup>, officers responded to the 1000 block of Earl Rudder Freeway for a major accident. They found a pickup that had rolled over at least twice before coming to a stop. They also located three people who were inside the vehicle when the accident occurred. Paramedics treated two male occupants who were injured and one female passenger was pronounced dead at the scene of the accident. Accident investigators estimated the speed of the vehicle at the time of the accident to be in excess of 90 miles per hour. Laboratory tests conducted on the driver's blood indicated a blood alcohol content of 0.268, which is more than three times over the legal limit of 0.08. The driver of the vehicle, **Stuart Clinton Thompson**, was arrested on June 14<sup>th</sup> and charged with **Intoxication Manslaughter** and two counts of **Aggravated Assault with a deadly weapon**.

On June 17<sup>th</sup>, officers responded to the 3700 block of State Highway 6 South for a major accident involving one vehicle. Further investigation determined that the vehicle had struck a guardrail and while attempting to apply the brakes, left the raised overpass, rolled five or six times and came to a stop at the bottom of the hill. The driver was the only occupant of the vehicle and he was later identified as **Thomas Goodie**. Goodie was pronounced dead two hours later at the College Station Medical Center.

During the week of June 16<sup>th</sup> – 21<sup>st</sup>, the College Station Police Department co-hosted the **Texas Police Games**. Over 1,800 police officers and firefighters from across the nation competed in over 37 events ranging from softball to track/field to billiards. The year 2002 marked the 25<sup>th</sup> anniversary of the Texas Police Games. Firefighters were allowed to participate in this year's games in memory of the New York firefighters who lost their lives on September 11, 2001.

## August

On August 2<sup>nd</sup>, the Kitsap County Sheriff's Department in Port Orchard, Washington arrested a suspect, **John Paul Rickerson** (a.k.a. Freddie Paul Slack, Jr.) for a **Sexual Assault** that occurred in College Station in June 2002. The seventeen year-old victim reported to police that a male that she had met earlier in the evening had sexually assaulted her. The suspect had assisted the victim and her relative back to their hotel since the relative was too intoxicated to drive. Shortly after their arrival at the hotel, the suspect grabbed the victim and dragged her to a nearby wooded area where he threatened to kill her and sexually assaulted her. During the assault the victim was struck in the face several times causing bruising and a swollen lip. An anonymous tip was called in after a Crime Stoppers segment, identifying the suspect.

Also in August, the Recruiting and Training Division completed work on a new recruiting video for the Police Department. This video was produced by a local company and took approximately seven months to complete at a cost of \$6,000 which was paid from the department's Asset Seizure Fund. This was a major project that involved the cooperation of the entire department and represents all of the opportunities available to police officers at the College Station Police Department.



## September

September marked the beginning of another Texas A&M football season in College Station. The Texas Aggie football team played seven home games in 2002. Home games in College Station require massive coordination between all local agencies. The College Station Police Department alone provides 28 officers and one Lieutenant for traffic direction, security and command at each home game. During the 2002 football season, the College Station Police Department paid a total of \$67,543 in officer salaries for traffic direction and were reimbursed 50% of that amount (\$33,771.50) by Texas A&M University. In addition, Texas A&M reimbursed College Station 100% (\$30,688) of the cost for the officers assigned to security inside Kyle Field.

## November

On November 5<sup>th</sup>, extradition proceedings to bring **Omar Delarosa Gamez** to the United States to stand trial for **Murder** were completed. On November 6<sup>th</sup>, Gamez arrived in Brazos County and was being held on the charge. This charge relates to a murder that occurred in September 2000. Gamez is believed to have fled to Mexico shortly after the murder. In January 2001, Federal authorities obtained a warrant for Gamez for unlawful flight to avoid prosecution. In the same month Mexican Authorities issued a Provisional Murder Warrant for Gamez.

On November 16<sup>th</sup>, officers responded to a major accident involving one vehicle in the 2900 block of F&B Road. Further investigation revealed that the vehicle had been traveling east on F&B Road when it veered off the road and flipped several times before coming to rest. The driver of the vehicle, **Brian Justius**, died five days later of injuries sustained in the accident. Justius was the only occupant of the vehicle at the time of the accident.

## December

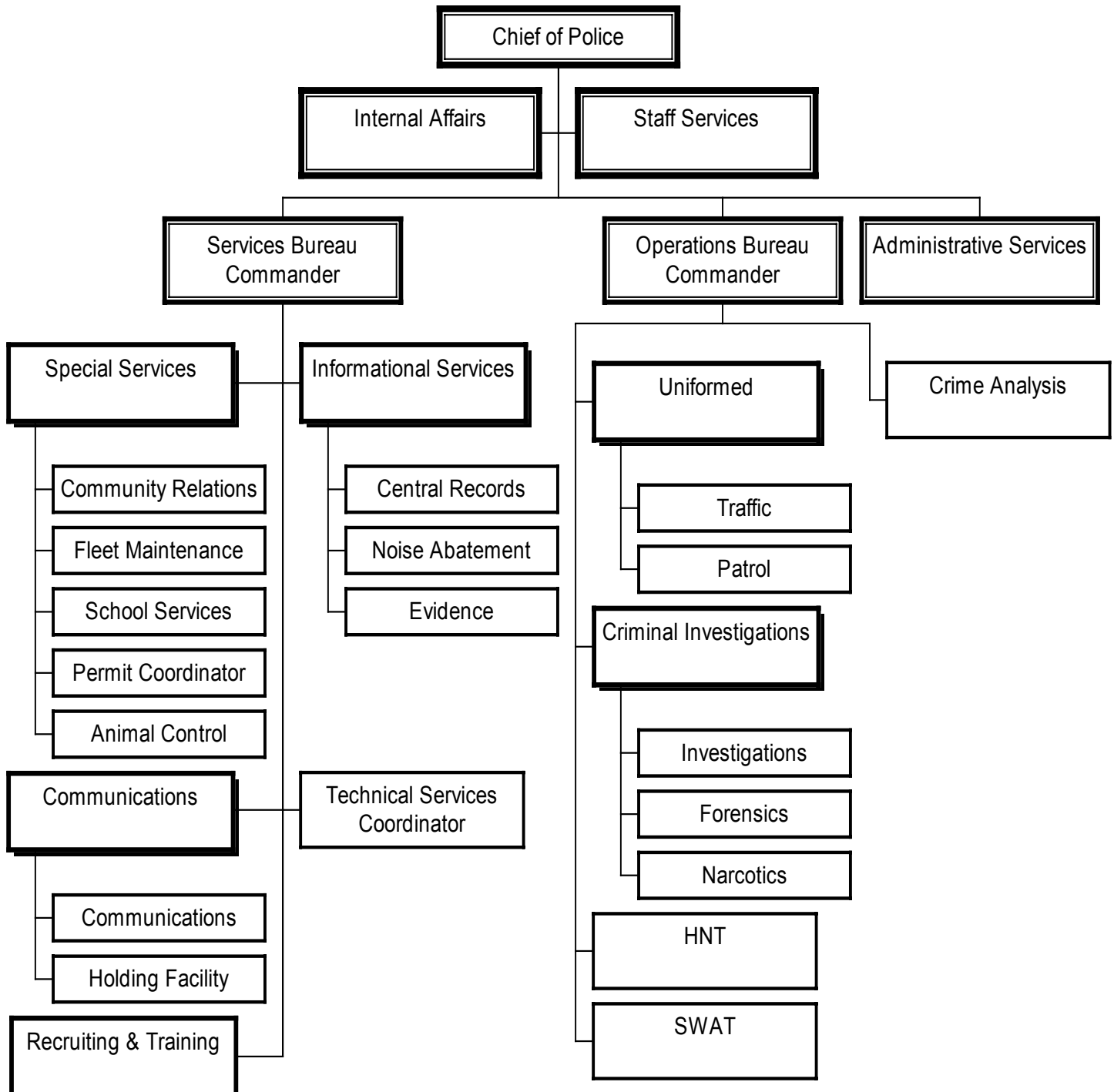
On December 29<sup>th</sup>, officers were dispatched to the 1100 block of Spring Loop in reference to a civil disturbance followed by gunshots. When officers arrived on scene they located a male and female on the ground bleeding, both suffering from gunshot wounds. The male, **Christopher Young** was pronounced dead at the scene and the female, **Jacqueline Roquemore**, was transported to the College Station Medical Center where she was pronounced dead. Investigators determined that Roquemore had recently ended a relationship with Young. After contacting Roquemore in the parking lot, Young shot Roquemore and then himself.





## DEPARTMENTAL ORGANIZATION

### Organizational Structure





## Authorized Staffing

### Sworn Personnel

Chief of Police	1
Assistant Chiefs of Police	2
Police Major	1
Police Lieutenants	7
Police Sergeants	11
Police Master Officers	23
Police Senior Officers	19
Police Officers	21
<u>Probationary Police Officers</u>	<u>14</u>
<b>Total Sworn Personnel</b>	<b>99</b>

### Civilian Personnel (full-time)

Records Supervisor	1
Records Technician	4
Property/Evidence Technician	1
Tech. Services Coordinator	1
Crime Analyst	1
Police Assistant	1
Communications Manager	1
Comm. Shift Supervisors	3
Communications Operators	16
Public Safety Officers	7
Staff Assistant	1
Secretaries	2
Animal Control Officers	3
<u>Quartermaster</u>	<u>1</u>
<b>Total Civilian Personnel</b>	<b>43</b>

### Part-time Civilian Personnel

Part-time Comm. Operator	5	
<u>School Crossing Guards*</u>	<u>2.5</u>	(2 hrs. per day)
<b>Total Part-time Civilians</b>	<b>15</b>	

\* 10 @ ¼ time



## ALIGNMENT OF FUNCTIONS

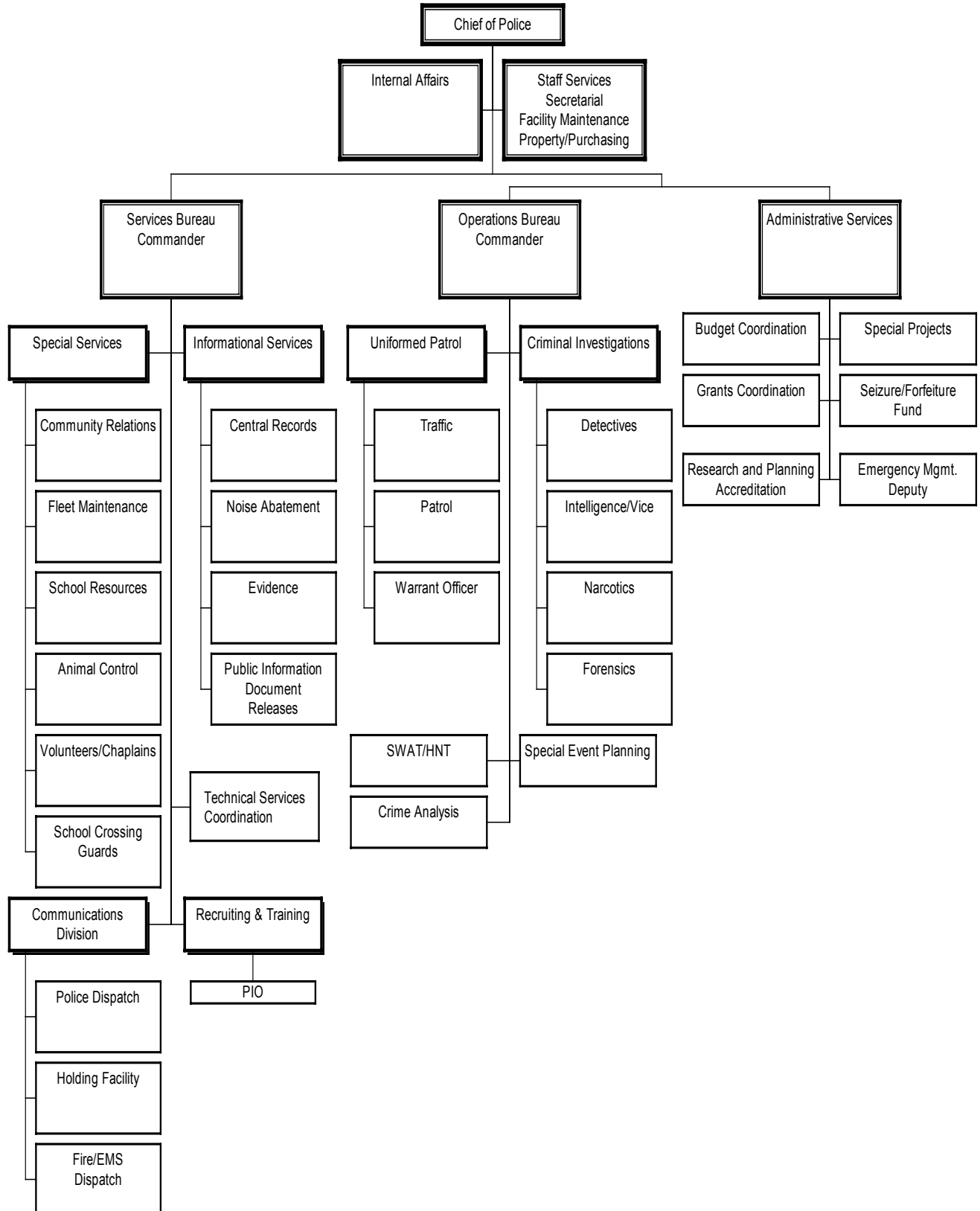


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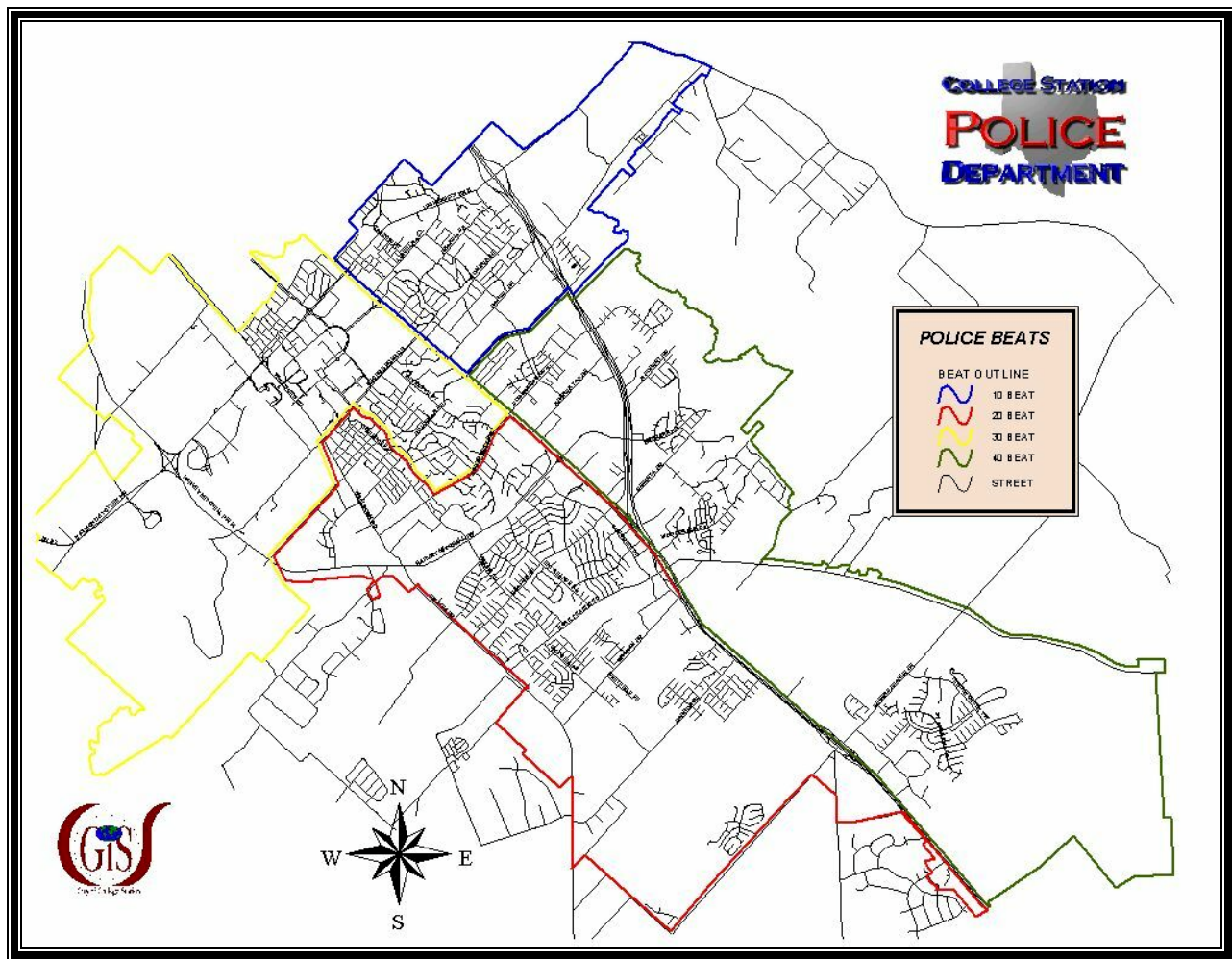
## Police Beats





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The police department has divided the city into four primary beats to better serve the citizens of College Station. An analysis of “beat assignments” is completed annually to help determine the boundaries of those beats and to assign officers to more effectively utilize manpower resources. This system ensures a faster response time to citizens’ calls for assistance. In addition, permanent assignments make the officers more familiar with an area and residents, a major component of the department’s Community Policing Philosophy.

## The Operations Bureau



The Operations Bureau is composed of two major units, the Uniformed Division and the Criminal Investigations Division. The department's SWAT Unit and Hostage Negotiations Team also operate directly within this bureau.

## Uniformed Division

The Uniformed Division is responsible for the preliminary investigation of calls for service, traffic enforcement, accident investigation, municipal warrant service and parking control. The Uniformed Division is organized into three watches: day watch, evening watch and night watch. Each watch is commanded by a Lieutenant, and is composed of two patrol squads.

**Patrol Section** - This section is responsible for the preliminary investigation of calls for service, traffic enforcement, and accident investigation. This section does follow-up investigation of some minor criminal offenses.

**Municipal Warrant Section** – This section consists of one full-time sworn officer dedicated to serving warrants issued by the College Station Municipal Court.

**Bicycle Patrol Section** – This section, beginning its second year in 2002, consists of four full time sworn officers that perform normal patrol duties, in addition to assisting with special events and handling special assignments as required.

**Traffic Unit** – This component consists of six motorcycle officers and one motorcycle sergeant whose primary responsibility is selective traffic enforcement, advanced accident reconstruction and escort functions.





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**Warrant Officer Luther O'Banion**



**2002 Traffic Unit**





**College Station Patrol Car**



## Criminal Investigations Division

The Criminal Investigations Division is responsible for the follow-up investigations of most criminal offenses. This division is organized into the investigation section, the narcotics section, the special operations section, the forensic technician, and the criminal intelligence function.

**Investigation Section** – This section is responsible for the follow-up investigations of most criminal offenses.

**Narcotics Section** – This section is responsible for the investigation of narcotics related criminal activity.

**Criminal Intelligence Function** – This function involves the collection, analyzing, and dissemination of crime information.

**Forensic Technician** – This officer is responsible for the processing of all major crime scenes, fingerprint comparisons and maintaining fingerprint files.



Detectives at their weekly meeting



Detective Nathan McCune





## Special Weapons and Tactics Unit (SWAT)

This unit is composed of volunteer sworn personnel selected from any of the divisions of the department and serves as a “part-time, on call” unit to respond to situations requiring qualifications and skills that are outside those of the average patrol officer. The SWAT unit, and it’s integral bomb squad, respond to barricaded person or hostage situation calls, assist the U.S. Secret Service and others on Dignitary Protection Details, serve high risk warrants, assist other local agencies with these types of calls and bomb emergencies.

In 2002, SWAT responded to 23 incidents, broken down as follows:

Barricaded Person Situations .....	1
Dignitary Protection Details .....	14
Bomb Calls.....	6
Other Situations .....	2

The one “Barricaded Person” call involved an alleged Assault suspect who committed suicide before SWAT officers arrived on scene. Of the bomb calls handled in 2002, two involved “found explosives”, and four were “suspicious packages thought to contain explosives.”

The dignitary protection details involved providing bomb squad and security assistance for the visits of United States First Lady Laura Bush, National Security Advisor Condaleeza Rice, British Prime Minister Tony Blair, the President of Bolivia, Crown Prince Abdullah of Saudi Arabia, the King of Morocco, United States Secretary of Commerce Don Evans, the President of the People’s Republic of China, and former President George and Mrs. Bush, among others.

The “Other Situations” included providing pre-event security planning and event security during the dedication ceremonies at Veteran’s Memorial Park. Also included in this category was a report of a “Missing Child” which occurred during a SWAT training session. In this situation, SWAT officers were able to assist Patrol in searching the area for the child within a space of a few minutes. (This incident turned out to be a false alarm, reported by another child who was apparently mistaken.)

## Hostage Negotiations Team (HNT)

This unit is composed of volunteer sworn personnel from any of the divisions of the department, and serves as a “part-time” “on call” unit to respond to situations requiring a tactical response. Members of the team receive specialized training in hostage negotiations and have been appointed by the Chief to serve in that capacity.

The Hostage Negotiation Team did not respond to any hostage or barricaded person calls during 2002. The team did receive one “call-out,” however the barricaded person committed suicide a short time after the team was called and before HNT arrived on scene. To continue their commitment to their negotiation skills the Hostage Negotiation Teams trains at least once a month using “real life” scenarios and twice a year the unit participates in joint training with SWAT. The team participated in several presentations in 2002.



**2002 – SWAT Team Training**



**Hostage Negotiation Team's  
presentation to the Citizen's Police Academy**





## The Services Bureau

This Bureau is responsible for emergency communications, central records and information services, public information, recruiting and training, fleet maintenance, and other services without which a police agency could not operate.

## Special Services Division

The duties of this division include citywide Community Relations and Crime Prevention programs, the School Resource Officer Program, and the DARE program. The division is also responsible for the management of the Citizens Police Academy, the Senior Citizens Police and Fire Academy, the Volunteer Program, the Departmental Honor Guard, coordination of fleet maintenance and the Animal Control Section.

**Crime Prevention/Community Relations Section** – This section serves to provide crime prevention education presentations, supervise neighborhood watch programs, provide home and business inspections, and conduct other crime prevention activities. Programs in 2002 included the Annual Easter Egg Hunt (over 2,000 children participated), National Night Out, Red Ribbon Week, Food and Toy Drive, Halloween Safety, the Citizens Police Academy, the Senior Citizens Police and Fire Academy and Bike Safety Programs. A total of 45 safety programs were given at various business locations throughout the city. This included a bicycle safety program with over 700 children in attendance. Officers with this division gave eleven tours of the police department and attended ten meetings at retirement communities. In addition, five home security surveys were completed. During Halloween a “haunted house” was set up at the police department and children were entertained all day.

**School Resource Officers (SRO)** - The school resource officer program consists of sworn officers who teach criminal justice classes in the local high school and middle schools. The program offers both high school credit, and through a cooperative agreement with Blinn College, can offer college credits to students who successfully complete the classes. These officers teach “Fundamentals of Criminal Law,” “Introduction to Criminal Justice” and “Crime in America.” In 2002, approximately 180 high school students were enrolled in the Criminal Justice Program. In addition, full time SRO’s are assigned to both middle school campuses. These officers teach “Juvenile Justice” and “Practical Law” courses to seventh and eighth grade students each semester. In 2002, over 172 students were enrolled in these courses.

**School Crossing Unit** – The main responsibility of this component is to assist school children to safely cross the street at selected intersections. This division makes sure that the thirteen selected intersections are covered by one of the regular or substitute school crossing guards. At times, other department employees are required to work a school crossing intersection if a scheduled guard cannot work.



**Chief Feldman with DARE students**



**Master Officer Janice Kemp with DARE student**



**Officer Ryan Flynn and Police Assistant Hagen at the MSC**



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**Easter Egg Hunt - 2002**



**Some "bunny" help this officer**



**Citizens University Panel**



**Assistant Chief Patterson and Major Newton  
Employee Banquet**



**Sgt. Campbell with friends  
National Night Out**



**Recruiting video shoot**





**DARE Officers** - This component consists of sworn officers who teach the DARE curriculum to students in the fifth grades. The emphasis of the curriculum is to help students recognize and resist the many direct and subtle pressures that influence them to experiment with alcohol, tobacco, marijuana, inhalants or other drugs or to engage in violence. In 2002, over 560 fifth grade students attended DARE classes where they learned the skills needed to help them resist drug abuse. DARE Officers also visited all kindergarten and first grade classes to interact with the younger children.

**Animal Control** – The function of this component is to respond to citizen calls for service regarding animals and to take appropriate action. In 2002, the department answered 4,282 animal related calls for service.

## Informational Services Division

The informational services division is responsible for maintaining the department's central records, computation of statistical reports, the maintenance of evidence and providing noise abatement information.

**Central Records Section** – The primary responsibility of this section is the recording, maintenance, and release of departmental records in accordance with applicable local, state and federal laws.

**Evidence Unit** – This unit has the responsibility of receiving, cataloging, storing, destroying and releasing evidence and found or recovered property submitted by department personnel.

**Noise Abatement/Alarm Coordinator** - In 2002, the duties of Alarm Coordinator were assigned and added to the duties of the Police Assistant (PA) previously tasked with the Noise Abatement Program. The PA works to educate the residents of College Station about the Noise Abatement Program and enforcement actions. Together the police department and campus organizations have completed several "Walk and Talk" programs and attended several Neighborhood Block parties. It is hoped that through the continued team approach to noise complaints and alcohol abuse problems, the number of loud parties will be reduced and the awareness of the dangers of irresponsible alcohol use will increase.

Again in 2002, the College Station Police Department was instructed by the City Council to address the issue of citizen complaints regarding unacceptable noise levels in local neighborhoods. During the fall semester, representatives from the College Station Police Department and Texas A&M University Police Department work together to address noise and alcohol complaints. Each department provides three officers to work jointly on Thursday, Friday, and Saturday nights the weekend prior to the beginning of school and home football game weekends. Together they monitor bar activity, respond to noise complaints and complaints of alcohol abuse.



**Records Division**



**Evidence, evidence and more evidence**



**Police Assistant – Becky Hagen**



In the area of Commercial/Residential Alarm and Code Enforcement, the Police Assistant has been actively working to decrease the number of false alarms in our City. In addition, the PA has worked to centralize the Code Enforcement process and enhance our community.

## **Recruiting and Training Division**

This division is responsible for recruiting, selection, initial training, and in-service training for both sworn and civilian members of the department. The lieutenant of this division also performs the duties of Public Information Officer.

**Recruiting Section** – The primary function of this section is to coordinate the recruitment and selection of all sworn and civilian employees with the exception of school crossing guards.

**Training Section** – The primary function of this section is to coordinate the training of all departmental employees. In addition, another major function of this section is to coordinate the field training programs for all newly hired civilian and sworn employees. In 2002, a field training program was implemented for new patrol sergeants. This program is also monitored within this section.

## **Communications Division**

This division is responsible for all public safety communications functions for the city, and also manages the department holding facility. This division is primarily responsible for answering emergency 911 calls, taking citizen requests for service and dispatching patrol units, fire apparatus, and emergency medical services as appropriate, intake and release of prisoners placed into the department holding facility, and for the “Emergency Medical Dispatch” (EMD) function.

**Communications Operators** – Communications operators are the primary points of contact for emergency and non-emergency requests for police services. In addition, they handle dispatch and communications for Fire and EMS services within the city.

The communication operators are also trained in the Emergency Medical Dispatch (EMD) function. They provide emergency medical pre-arrival instruction via telephone so emergency treatment can begin before EMS personnel are on scene.

**Public Safety Officers** – Public Safety Officers (PSO) fulfill jailer functions in the department’s holding facility, including booking & releasing, and monitoring prisoner welfare. PSO’s may also serve as “call takers” in the communications section when conditions allow, assisting with answering telephones. The PSO’s may take offense reports by phone, in person at the station, or may be dispatched into the field to handle these calls for service.



## Technical Services

The Technical Services Coordinator is responsible for technical project management for the police department. This includes troubleshooting in-house computer issues and computers located in the police vehicles. Other duties include maintaining the police department website, software training, assisting in data collection/analysis and support of telephones, radio, 911 calls, voice logging recorder, voice recorders, emergency power, door access system and database management.

## Crime Analyst

The primary responsibility of the Crime Analyst is to track and analyze criminal activity within the city. Using data provided by a variety of sources, both internal and external, the analyst alerts officers about problems through bulletins and maps. Additionally, statistics regarding criminal activity are created for use by the public so that educated decisions can be made as to the crime activity in a particular area.

## Administrative Services

Administrative Services is responsible for budget coordination, grant coordination, special projects, the seizure/forfeiture fund and research/planning for accreditation. In addition, the officer assigned to this division is also the emergency management deputy for the department. In 2002, Administrative Services devoted a great deal of its time maintaining our accreditation standards. The College Station Police Department has to comply with 354 mandatory standards and 89 non-mandatory standards in order to gain accredited status. The accreditation process provides the structure and sets the standards for law enforcement to be recognized as a true profession.



Tech. Services Coordinator Ronnie Horcica



Major Mason Newton and Sgt. Lesley Hicks  
Out with the old – in with the new





## SPECIAL PROGRAMS

In addition to the descriptions of the operational programs initiated by the department during the year, several other programs and projects were conducted by the department. These will be described here.

### STEP – (Selective Traffic Enforcement Program) Grants

In 2002 the department continued its participation in a Texas Department of Transportation Selective Traffic Enforcement Program (STEP) called *Safe and Sober*. This grant of federal funds covered overtime salaries, benefits, and vehicle miles for officers to enforce speed, occupant protection (seat belt, child restraint) violations and DWI offenses. The purpose of this project is the reduction of traffic-related fatalities, injuries and associated costs. Enforcement action generated by this grant includes the following citation numbers:

**Speed over the limit – 614**

**Occupant protection – 264**

**Other citations – 1,035**

The department was also able to continue the (ITC) *Intersection Traffic Control* STEP grant, which started in 2000. This grant project targets moving violations within intersections throughout the city. An example of such a violation would be drivers proceeding through an intersection after their light has turned red. The following enforcement action was generated through this grant:

**Moving violations – 412**

**Other citations – 289**

### Bicycle Patrol Unit

This section was designed to improve the relations and cooperation between the police department and the citizens of College Station through enhanced community policing methods. The College Station Police Department Bicycle Patrol Unit is deployed primarily in the officer's area of patrol responsibility, but may be used elsewhere in furtherance of the overall departmental mission statement.

The Bicycle Patrol unit provides all normal police services requested by citizens, just as if they were in a regular patrol vehicle, as well as, school appearances, community rides and events, bicycle safety programs, plain clothes surveillance, special events and bicycle registration programs.

### Departmental Honor Guard



The Honor Guard consists of volunteer officers who perform ceremonial duties for events such as police memorial day, funerals, and other public events. In 2002 the Honor Guard represented the department on 15 occasions, including a ceremony on Police Memorial Day, September 11<sup>th</sup> Remembrance Day at the George Bush Library, funerals for department family members and at several official police officer funerals throughout the state.

## **Citizens Police Academy**

As always the Citizen Police Academy continues to be one of the most popular programs ever implemented by the department. Students who attend the academy obtain a unique perspective on the day to day operations of the department and what it means to be a police officer. Department personnel serving as instructors benefit from the input and fresh ideas that sometimes come from academy students. Members of the department also benefit from the level of support and understanding shown by current and previous attendees of the academy. The "routine" contacts the officers and citizens have, where the citizen has recently witnessed or been victimized by a crime, incident, or accident, are highly stressful situations, in which positive contacts are difficult. A total of 20 citizens graduated from the 30<sup>th</sup> session that was held in the spring of 2002 and a total of 27 citizens graduated from the 31<sup>st</sup> session that was held in the fall of 2002. Several members of this class went on to join the Citizen Police Academy Alumni Association.

## **Citizens Police Academy Alumni Association**

Many graduates of the Citizens Police Academy continue their association with the College Station Police Department by joining the Citizens Police Academy Alumni Association. The CPAAA assists the department with a float for the annual Christmas Parade, works with the Bryan Police CPAAA in sponsoring the annual Law Enforcement Officers Appreciation Luncheon held during Law Enforcement Memorial Week each May and assists with various other police department functions. The CPAAA has proven to be a valuable asset to the police department.

## **Senior Citizens Police and Fire Academy**

A new program added in 2002 was a Senior Citizens Police and Fire Academy. This eight-week program is a joint effort of the College Station Police and Fire Departments. This academy is intended to inform senior citizens about both departments and to provide safety information to seniors. The goal of the program is to make senior citizens aware of how the police and fire departments operate in the community and then they can share that information with their friends and associates. Some of the topics covered were: crimes against the elderly, crime scene search, fire safety, smoke alarms, fall prevention, traffic laws, accident investigation and home disaster preparedness. Twelve senior citizens completed the program in May 2002.



College Station Officers participate in the September 11<sup>th</sup> Remembrance Day at the George Bush Library



Chief Feldman and Assistant Chief McCollum  
at the September 11<sup>th</sup> Remembrance Day



Chief Feldman and the CSPD Honor Guard



## 2002 Law Enforcement Memorial Service



## Chaplain's Academy

In 2002, the College Station Police Department welcomed five new chaplains into the College Station Police Department Chaplain Program. A Chaplain's Academy organized by the Special Services Division provided the new chaplains with training and insight to the department that will enable them to better perform their duties. The academy concluded with a department luncheon in their honor.



CSPD Chaplain Academy



Class #30 – Citizens Police Academy



Master Officer Calder Lively participates  
in Cops and Lobsters fund raiser





## Texas Police Games

The 2002 Texas Police Games were held in Bryan/College Station during the week of June 16<sup>th</sup> – 21<sup>st</sup>. The College Station Police Department co-hosted the Texas Police Games with other local law enforcement agencies. Over 1,800 police officers and firefighters from across the nation competed in over 37 events. The year 2002 marked the 25<sup>th</sup> anniversary of the Texas Police Games. Firefighters were allowed to participate in this year's games in memory of the New York firefighters who lost their lives on September 11, 2001. Event winners from the College Station Police Department were:

**Horseshoes - Silver Medal, Officer Daniel Leschber**  
**Horseshoes – Bronze Medal, Sergeant James Woodward**  
**Bike, 100 yard Sprint – Gold Medal, Senior Officer Kenneth Petereit**  
**Bike Obstacle – Gold Medal, Senior Officer Kenneth Petereit**  
**Mountain Bike – Silver Medal, Senior Officer Kenneth Petereit**  
**Bike Team Relay – Gold Medal, Senior Officer Kenneth Petereit**  
**Discus – Gold Medal, Officer Kathryn Reiter**





Service With Honor dedicated May 2002



CSPD Officers – September 2002



Communications Center



## Volunteers

For some time, several citizens of our community have graciously volunteered time to work in various areas and functions of the department. These people provide invaluable service in assisting with clerical tasks, in setting up and presenting special projects, such as "Knightwatch" (citizens on patrol), Police Chaplains, and other areas where the assistance they provided made some significant differences.

The 2002 "office staff" volunteers were:

**Evalyn Manning**

**Santos Ramirez**

The 2002 "Knightwatch" volunteers were:

**Artie Guerrero**

**Leslie Hill**

**John Polasek**

**Irvin Orr, Sr.**

**John Rauser**

The 2002 Chaplain volunteers were:

**Reverend Danny Duron**

**Reverend Kathleen Ellis**

**Reverend Joe Dan Franklin**

**Reverend Butch Smith**

**Rabbi Peter Tarlow**

**Father Bruce Chabot**

**Pastor Jeff Gardner**

**Reverend Philip McLarty**

**Reverend Danita Noland**

**Michael Russell**

In 2002, the College Station Police continued the Reserve Police Officer program that was implemented in 2001. The same policies and procedures that apply to regular officers govern reserve police officers; however, they serve as volunteers without compensation. Each reserve officer is required to work a minimum of 8 hours per month in order to maintain a reserve commission with the department. The duties of reserve officers include: accompanying and assisting officers on patrol, crowd and traffic control, headquarters assignments, special events and advisory or specialized assistance to departmental units. This program continued to grow in 2002 with the addition of two additional reserve officers. As anticipated, this program proved to be a valuable asset to the department with the reserve officers providing additional manpower assisting with traffic direction during Texas A&M home football games and during the Annual Christmas Parade. In addition, reserve officers began having reserve officer training sessions and they also attended regular training offered to the paid sworn officers.

The 2002 Reserve Police Officers were:

**Wayne Onstott**

**DeWayne Taylor**

**Oran Jones**

**Steve Brock**





## 2002 DEPARTMENT AWARDS

The College Station Police Department is proud to recognize those employees and volunteers whose outstanding performance, dedication, and efforts have brought them honors and awards from the department, and from the community we serve. Some of the awards received by employees and volunteers of this department are listed below.

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### Sworn and Civilian “Outstanding Employee”

During January the department Awards Committee selects one sworn and one civilian member of the department as the “employees of the year” based on the previous year’s performance. In addition, the committee selects a “communications operator and a supervisor of the year.” All employees are awarded a certificate, and a uniform commendation bar, to honor their “outstanding service during the previous year.” The selections are made by the committee based on department records of consistently outstanding performance, rather than for a single act.

Also during the year, the department receives requests for nominations from community organizations for employees to be honored by those organizations for their outstanding service. The persons chosen as employees of the year are the ones nominated for these awards also.

In 2002, **Officer Michel Mohler** was selected as the "Outstanding Sworn Employee," and **Police Assistant Becky Hagen** was the "Outstanding Civilian Employee" for the year. **Communications Operator Morris Carrillo** was chosen as “Communications Operator of the Year and **Sgt. Donnie Andreski** was Supervisor of the Year.



Chief Feldman and Officer Mike Mohler



Chief Feldman and Police Assistant Becky Hagen



## Outstanding Service Award

This award is issued to an employee who, through a single act or consistent outstanding service, improves the ability of the department to fulfill its mission of service to the community. This award may also be issued to employees in recognition for acts of service to the community or its citizens in the furtherance of justice.

In 2002, there were five recipients of the “Outstanding Service Award.” The co-recipients were from the Uniform Patrol Division, the Criminal Investigation Division and the Administrative Services Division. **Officers Kevin Roby and Steven Dubois** of the Uniform Patrol Division were recognized for their response to a major accident that involved removing a driver from a burning vehicle. **Senior Officer Kenneth Petereit**, also of the Uniform Patrol Division was acknowledged for his strong devotion to the bicycle unit and to the police department. **Detective Tony Kunkel**, Forensic Technician for the Criminal Investigation Division was recognized for his consistent excellent work ethic, work product and forward thinking that has made our Crime Scene Unit better. **Major Mason Newton** of Administrative Services was recognized for his years of continual dedicated and excellent service to the police department.

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## Outstanding Unit Citation

This award is issued to members of a particular unit (squad, section, etc.) that has performed in an outstanding manner as a team. The Chief of Police selects the unit each year. This year, the **Records and Evidence Section** was selected as the Outstanding Unit, for their willingness to help and consistent outstanding performance. In addition, the Records Section was an integral part in the implementation of the Document Imaging System in 2002. Members of the unit in 2002 were:

**Stephanie George**  
**Tammy McGee**

**Jim Morales**  
**Martha Hennessey**

**Becky Hagen**  
**Susan Langley**

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## **“Volunteer” Award Winners**

**Chaplain of the Year  
Reverend Butch Smith**

**Office Volunteer of the Year  
Santos Rameriz**

**Outstanding Business of the Year  
Outback Steakhouse  
Jimmy Loup**

**Outstanding Community Service Award  
Robyn Lewis**

**Outstanding Knightwatch Volunteer of the Year  
John Polasek**



**Outstanding Unit Award – Records and Evidence Section**



**Outstanding Knightwatch  
Volunteer - John Polasek**



**Outstanding Office Volunteer  
Santos Rameriz**

## **GENERAL STATISTICS**



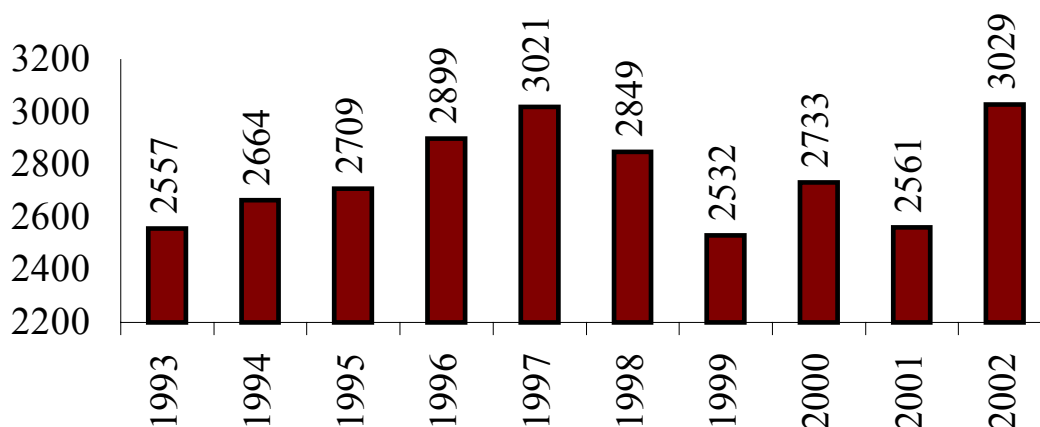
## Major Offenses and Calls for Service

### Major Offenses

"Major Offenses" are those criminal incidents reported in accordance with the Texas Penal Code which includes both Felony and Misdemeanor crimes under Texas Law. The table below compares the number of reported Major Offenses in 2001 and 2002.

Offense	2001 Reports	2002 Reports	% Change (+ or-)
Murder	1	2	50 %
Sexual Assault (Rape)	33	39	15 %
Robbery	16	14	-14 %
Aggravated Assault	34	68	50 %
Burglary	1063	1308	19 %
Theft	1330	1500	11 %
Vehicle Theft	84	98	14 %
<b>Total Major Crimes Reported</b>	<b>2561</b>	<b>3029</b>	<b>15 %</b>

### Major Offenses 1993 - 2002



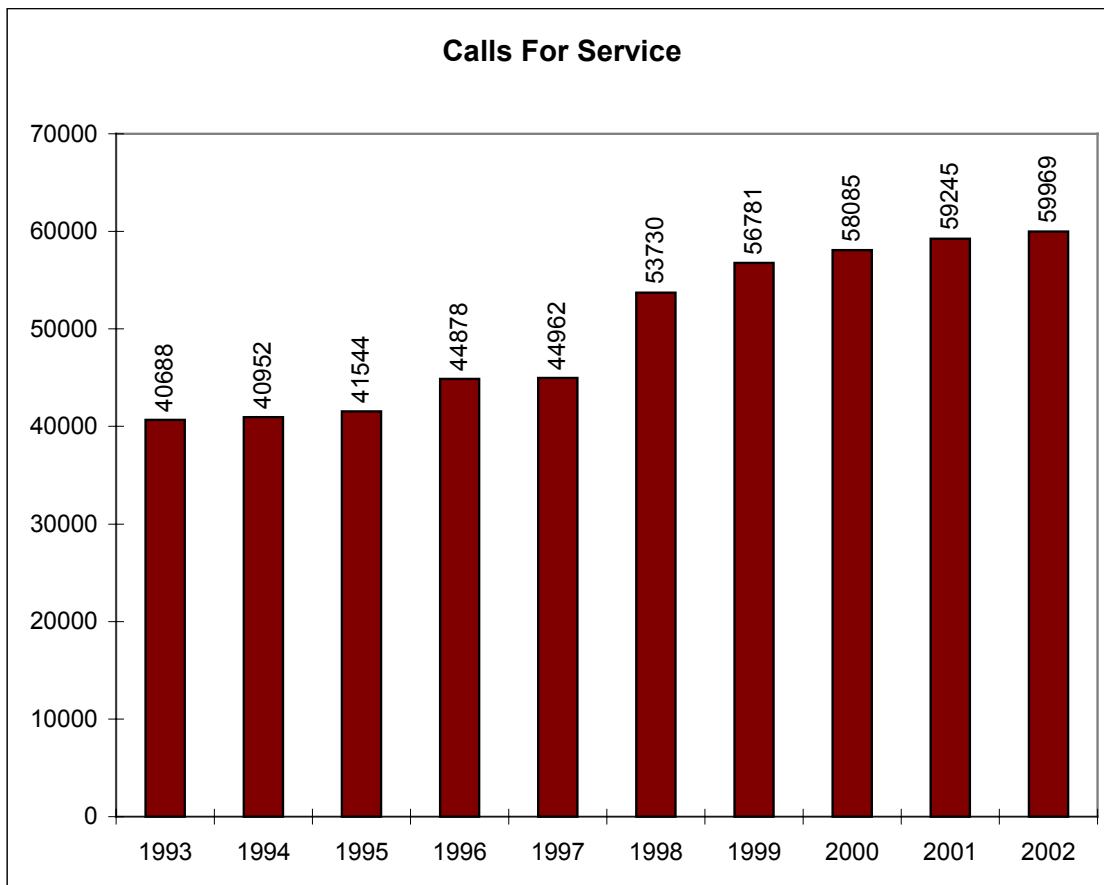


## Calls for Service

A "Call for Service" is defined as "any event or situation, which requires a response from the police department." This includes, but is not limited to: crimes in progress, traffic accidents, arresting offenders, taking reports of criminal offenses or non criminal incidents, and responding to citizen calls for assistance. Calls for Service **do not** include: issuing traffic citations, security checks of homes or businesses, giving directions or answering questions, or conducting special programs such as crime prevention talks or the Citizens Police Academy.

In the ten years from 1993 through 2002, the demand for police services, as measured by Calls for Service, has increased from **40,688** to **59,969** or approximately **32%**. During the same period, the population of the City of College Station increased from **57,085** to **72,500** or approximately **21%**. The next table depicts the changes in calls for service during the last ten calendar years for the College Station Police Department.

### TOTAL CALLS FOR SERVICE 1993-2002





## Arrest Information by Assignment For All Offenses

These figures include arrests for all purposes, including warrant arrests from other jurisdictions.

<b>Traffic (Motorcycle) Section</b>	<b>2001 Arrests</b>	<b>2002 Arrests</b>
<b>Misdemeanor Arrests</b>	33	34
<b>Felony Arrests</b>	2	1

<b>Uniformed Patrol Division</b>	<b>2001 Arrests</b>	<b>2002 Arrests</b>
<b>Misdemeanor Arrests</b>	2729	2282
<b>Felony Arrests</b>	153	124

<b>Criminal Investigations Division (excluding Narcotics Task Force)</b>	<b>2001 Arrests</b>	<b>2002 Arrests</b>
<b>Misdemeanor Arrests</b>	147	219
<b>Felony Arrests</b>	109	106

<b>Others (Includes Special Operations, SRO's, etc.)</b>	<b>2001 Arrests</b>	<b>2002 Arrests</b>
<b>Misdemeanor Arrests</b>	303	196
<b>Felony Arrests</b>	2	0



## Arrest Information on Major Offenses

Offense	Number of Adults Arrested in 2001	Number of Adults Arrested in 2002	Number of Juveniles Arrested in 2001	Number of Juveniles Arrested in 2002
Murder	1	1	0	1
Sexual Assault	6	11	0	1
Robbery	8	1	0	2
Aggravated Assault	10	17	1	4
Other Assault	85	87	2	7
Burglary of Building	8	11	1	0
Burglary of Habitation	14	13	0	8
Burglary of Vehicle	5	19	0	6
Burglary of Coin Operated Machine	2	2	0	0
Vehicle Theft	8	9	7	3
Theft	286	252	67	91
<b>Total</b>	<b>433</b>	<b>423</b>	<b>78</b>	<b>123</b>

## Arrest Information on Alcohol/Drug Charges

Offense	Adult Arrest/ Charges in 2001	Adult Arrest/ Charges in 2002	Juvenile Arrests in 2001	Juvenile Arrests in 2002
Possession of Marijuana	240 / 267	123/154	23	13
Possession of Other Controlled Substance	65 / 72	38/42	1	1
Liquor Law Violations (other than Minor in Possession)	87 / 91	48/49	0	1
Minor in Possession of Alcohol* (Adults 17-20 and Juveniles together)	61	63	0	0
Intoxication Assault	3	1	0	0
Driving Under the Influence	47	89	0	0
Driving While Intoxicated	268	256	0	1
Public Intoxication	277	225	0	0
<b>Total</b>	<b>1,048 / 1,086</b>	<b>843 / 879</b>	<b>24</b>	<b>16</b>

\* Under Texas Law:

A Juvenile is a person who has not reached his or her 17th birthday. A "Minor" is someone who has not yet reached his or her 21st birthday. For "Minor In Possession" statistics group both minors and juveniles together.



## Stolen and Recovered Property in 2002

Type Property	Stolen in 2001	Recovered in 2001	Stolen in 2002	Recovered in 2002
Currency	\$54,593	\$1,585	\$64,802	\$1,747
Jewelry/Precious Metals	102,838	24,063	83,466	10,425
Clothing	78,676	42,671	75,891	30,434
Motor Vehicles	961,892	637,133	1,001,254	668,769
Office Equipment	26,732	19,513	71,948	2,603
Electronics	444,327	29,867	613,467	32,415
Firearms	11,768	350	19,294	2,450
Household Items	43,525	977	21,153	400
Consumable Goods	18,935	2,417	10,217	1,574
Miscellaneous	428,701	112,901	425,949	55,238
Livestock	0	0	0	0
<b>Total</b>	<b>\$2,171,987</b>	<b>\$871,477</b>	<b>\$2,387,441</b>	<b>\$806,055</b>

## 2002 Motor Vehicle Accidents

	2001	2002	% Change
Major (with visible or claimed personal injuries)	395	390	-1%
Minor (with property damage only)	1,589	1,775	12%
Non-reportable (private property)	287	378	32%
Fatality *	1*	3*	200%
<b>Total Accidents</b>	<b>2,271</b>	<b>2,543</b>	<b>12%</b>

\* Fatality Accidents also included in Total Major Accidents.

## 2002 Alcohol Related Accidents

(included above)

	2001	2002
Alcohol Related	57	46
Charges Filed	57	46





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## 2002 Citations / Warnings Issued

	2001	2002
Hazardous Citations	15,757	13,019
Non-Hazardous Citations	7,943	7,454
Non-Traffic Citations	3,108	2,342
Warnings	<u>15,203</u>	<u>15,339</u>
<b>Total Citations/Warnings</b>	<b>42,443</b>	<b>38,154</b>

## 2002 Alcohol Related Citations Issued

	2001	2002
Minor in Possession	1,518	1,096
Open Container	51	189*
Liquor Law	49	15
D.U.I.	<u>0</u>	<u>2</u>
<b>Total Citations</b>	<b>1,618</b>	<b>1,302</b>

\*The Open Container Law went into effect on 09/01/01, therefore, the number of citations issued in 2002 was significantly higher.

## 2002 Municipal Warrants

	2001	2002
Warrants Cleared	1,373	1,773
Arrests	289	194
Walk-In	149	212
Total Collected by Arrests	\$233,698	\$216,928
Total Collected by Walk-In	<u>\$101,332</u>	<u>\$184,036</u>
<b>Total Collected</b>	<b>\$335,030</b>	<b>\$400,964</b>



## COMPLAINTS AND INTERNAL AFFAIRS INVESTIGATIONS

The nature of police service demands that a high degree of integrity be maintained by the department as a whole, and by each individual member. As a police agency, we must be worthy of the trust placed in us by the public. The level of this trust is by a large measure, affected by the responsiveness of the department to allegations of misconduct, whether serious or minor. For this reason, departmental policy stipulates that all complaints, regardless of degree, are thoroughly investigated.

### COMPLAINT CATEGORIES

#### Class I complaints:

All complaints of a serious nature lodged against a member of the department. Includes, but is not limited to: (1) unnecessary or excessive use of force (2) false arrest discrimination (3) corruption/extortion (4) violation of specific criminal statutes (5) misuse of police authority (6) civil rights violations (7) others as directed by the chief.

#### Class II complaints:

All complaints related to services provided by an employee or the department including: (1) inadequate police service (2) discourtesy (3) improper procedure (4) others not included in Class I.

### DISPOSITIONS

<b>Unfounded</b>	- allegation is false or not factual
<b>Not Involved</b>	- employee not present when the misconduct or incident occurred
<b>Exonerated</b>	- incident occurred but actions of employee were lawful and proper
<b>Not Sustained</b>	- insufficient evidence to prove or disprove the allegation
<b>Sustained</b>	- the allegation is supported by sufficient evidence
<b>Policy Failure</b>	- the employee acted within policy guidelines but the policy is determined to be defective.
<b>No Further Action</b>	- there was no formal complaint made, or the person complaining was satisfied by an explanation of the officer's actions, or the complaint was a disagreement about guilt or innocence and would be more properly handled in court.

In 2002 the department received 60 complaints from citizens regarding conduct of civilian and sworn members of the department. Of these complaints, 26 complaints were classified Unfounded, 5 were Not Sustained, 20 were Sustained, 20 were Exonerated and 3 were Pending as of December 31, 2002.



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**2002 Complaint Classification, Type and Disposition**

<b>External Complaints</b>									
<b>Class I Complaints</b>	<b>Received</b>	<b>NFA</b>	<b>Unfounded</b>	<b>Not Involved</b>	<b>Not Sustained</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Policy Failure</b>	<b>Pending</b>
Illegal Search	2		3				1		
Civil Rights Violation	1		3						
False Arrest	1		1						
Unbecoming Conduct	1		1						
Use of Force	2		2				1		
Racial Profiling	2		1				1		
Shirking Duty	1					1			
Official Misconduct	1		2						
Harassment	1		1						
<b>Sub-Total</b>	<b>12</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>Class II Complaints</b>									
Discourtesy	11	3	1		2	3	3		
Traffic Citation	1	1							
Traffic Complaint	2	2							
Civil Matter	1	1							
Improper Conduct	1		5						
Lack of Service	1					2			
Damaged Property	1		2						
Improper Procedure	30	1	4		3	14	14		3
<b>TOTALS</b>	<b>60</b>	<b>8</b>	<b>26</b>	<b>0</b>	<b>5</b>	<b>20</b>	<b>20</b>	<b>0</b>	<b>3</b>

<b>Internal Complaints</b>									
<b>Class 1 Complaints</b>	<b>Received</b>	<b>NFA</b>	<b>Unfounded</b>	<b>Not Involved</b>	<b>Not Sustained</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Policy Failure</b>	<b>Pending</b>
Job Performance	1					1			
Insubordination	1					1			
Unbecoming Conduct	3					3			
TLETS Violation	1		1						
<b>Sub-Total</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Class 2 Complaints</b>									
Improper Procedure	4		1			3			2
<b>TOTALS</b>	<b>10</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>2</b>

<b>Miscellaneous Complaints</b>									
<b>Class I Complaints</b>	<b>Received</b>	<b>NFA</b>	<b>Un-founded</b>	<b>Not Involved</b>	<b>Not Sustained</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Policy Failure</b>	<b>Pending</b>
Illegal Search	1	1							
<b>Sub-Total</b>	<b>1</b>	<b>1</b>							
<b>Class II Complaints</b>									
Inadequate Police Service	1	1							
Traffic Complaint	4	4							
Enforcement Action	3	2							1
Improper Procedure	2	1					1		
<b>TOTALS</b>	<b>11</b>	<b>9</b>					<b>1</b>		<b>1</b>



The disposition number is higher than the actual complaint number because when multiple employees were involved in a single complaint, the allegation may have been sustained on some, not sustained on others and still other employees may have been found not to be involved.

During 1999, 64 external complaints were received and 55 external complaints were received in 2000. For 2001, 36 external complaints were received and as indicated above, 60 external complaints were received in 2002. For the period 1999 through 2002, the four-year average is 53.75 complaints per year. During 2002, the College Station Police Department responded to 59,969 calls for service and officers issued a total of 38,154 citations and warnings. These figures represent a total of 98,123 citizen/officer contacts. There were 60 external complaints received during the same period. **For comparison purposes, less than .06% of the total contacts made by officers resulted in a complaint.**



Lt. Mathews



## ASSISTANCE TO OTHER AGENCIES

During each year, the College Station Police Department routinely receives and fills requests for assistance, information and suggestions on various aspects of law enforcement from other agencies across the nation. We receive these requests by telephone, by mail and most recently, through our connection with the IACP/Net, an electronic information exchange for law enforcement agencies run by the International Association of Chiefs of Police. The department also sends out information through membership in the Texas, Arkansas, Louisiana, Oklahoma, and New Mexico (TALON) Accreditation Coalition. The department benefits from these requests as well, since they promote the free exchange of ideas and solutions to problems, which we may encounter in the course of daily operations.

In 2002, the department responded to 121 requests for information from other law enforcement agencies about our programs, plans, policies and operations. There were 83 requests from agencies in Texas, and 38 requests from agencies outside of Texas. Information on the following topics was sent out:

### Requests from within Texas:

01/07/02	University of Texas at Houston Police Department	Stolen vehicle policy
01/09/02	Burleson Police Department	Physical restraint policy
01/28/02	City of Pflugerville	Taxi ordinance
02/08/02	Highland Village Police Department	Recording policy
02/11/02	Midland Police Department	Promotion policy
02/12/02	Gainesville Police Department	Training request form
02/19/02	San Marcos Police Department	Weapons policy
02/21/02	San Marcos Police Department	Dispatching policy
02/25/02	College Station Fire Department	Public information policy
02/26/02	Sugarland Police Department	Salary/recruiting information
03/05/02	Tyler Police Department	EOE policy
03/05/02	Texas A&M Police Department	Use of force policy
03/06/02	Gainesville Police Department	Citizens on patrol policy
03/25/02	San Marcos Police Department	Evidence policy
03/25/02	Arlington Police Department	Organizational charts
03/26/02	Plano Police Department	Prisoner housing experiences
03/26/02	Cedar Park Police Department	Personal history statement/ background forms
03/26/02	San Marcos Police Department	Patrol shift bidding policy
03/28/02	Gainesville Police Department	Animal control policy
04/02/02	Frisco Police Department	Police motorcycle use
04/04/02	Harris County Sheriff's Office	Internet policy
04/04/02	Carrollton Police Department	Posting of discipline
04/04/02	Wichita Falls Police Department	Nepotism policy
04/04/02	Midland Police Department	Early warning system



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04/09/02	Carrollton Police Department	Patrol car tobacco use policy
04/12/02	San Marcos Police Department	Specialized assignment policy
04/17/02	DeSoto Police Department	ALERT vehicle
04/22/02	Bryan Police Department	Temporary holding policy
04/23/02	Texas A&M Police Department	Officer salary information
05/13/02	Harris County	Accreditation file set up
05/14/02	Baylor Health Dept. of Public Safety	Use of force policy
05/15/02	Round Rock Police Department	Awards/commendation policy
05/15/02	Burleson Police Department	Staffing per 1000 population
05/17/02	City of Fredericksburg	Conditional offer letter
05/28/02	Burleson Police Department	Multi-agency dispatching
05/29/02	San Marcos Police Department	Awards policy
06/04/02	San Marcos Police Department	Early warning policy
06/05/02	Midland Police Department	Opposite sex frisk
06/13/02	Bryan Police Department	Copy of department policy
06/26/02	Harris County Sheriff's Office	Patrol rifle policy
06/28/02	Fayette County Sheriff's Office	FTO manual/evaluation forms
07/01/02	Temple Police Department	On duty workout time query
07/03/02	Carrollton Police Department	FTO issues
07/11/02	Arlington Police Department	Evidence policy/alcohol disposal
07/25/02	San Marcos Police Department	Internal affairs school
08/09/02	Hurst Police Department	Employee truthfulness policy
08/09/02	Texas Commission on Law Enforcement Education and Standards (TCLEOSE)	Weapons policy
08/12/02	San Marcos Police Department	Patrol officer daily activity form
08/12/02	Bryan Police Department	Biased based policing policy
08/13/02	Huntsville Police Department	Crime prevention handouts
08/20/02	Bastrop Police Department	Sergeant FTO program
08/26/02	San Marcos Police Department	Shift meals
08/27/02	Baylor Health Dept. of Public Safety	Sworn job descriptions/skill levels
08/27/02	Tyler Police Department	Records retention website
08/28/02	Tyler Police Department	Accidents report fees
08/30/02	Round Rock Police Department	Records storage media
09/05/02	Burleson Police Department	SWAT name
09/05/02	Midland Police Department	Use of test/assessment center
09/09/02	Katy ISD Police Department	Citizens police academy
09/16/02	Wichita Falls Police Department	Traffic accident policy
09/20/02	Plano Police Department	Use of civilians in department
09/24/02	Tyler Police Department	Mass arrest policy
10/08/02	Leander Police Department	Sexual assault exam costs
10/14/02	Gainesville Police Department	Salary information
10/16/02	Burleson Police Department	Records supervisor job description
10/23/02	Port Arthur Fire Department	Fire department policy on pregnancy reassignment
10/23/02	Plano Police Department	Patrol car electronics issues



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10/28/02	Temple Police Department	Showing radar policy
10/28/02	San Marcos Police Department	Internal affairs policy
10/29/02	Round Rock Police Department	Gifts/soliciting policy/ mutual aid policy
10/31/02	Robertson County Sheriff's Office	MP-5/SMG qualification and practice course
11/05/02	Midland Police Department	Clothing/uniform allowance
11/07/02	Arlington Police Department	Promotional appeal policy
11/13/02	Brenham Police Department	Job descriptions/organizational chart
11/14/02	Burleson Police Department	Towing policy
11/14/02	Texas A&M Police Department	Personal history statements
11/14/02	Mesquite Police Department	Uniform hand signals/non-traffic
11/19/02	Austin Police Department	Promotion policy and skills
11/20/02	Midland Police Department	Early warning system policy
12/04/02	Wichita Falls Police Department	Firearms qualifications
12/10/02	Texas A&M Police Department	Biased based policing
12/12/02	Gainesville Police Department	Fingerprint/statement storage procedures
12/27/02	Round Rock Police Department	Early warning policy

**Requests from outside Texas:**

01/04/02	Little Rock Police Department (Arkansas)	Stolen vehicle policy
01/17/02	Baton Rouge Police Department (Louisiana)	Trainer compensation
02/22/02	Fort Smith Police Department (Arkansas)	Health/physical fitness policy
03/05/02	Fort Smith Police Department (Arkansas)	Intelligence policy
03/07/02	Sarpy County Sheriff's Office (Nebraska)	Honor guard policy
04/02/02	Ellicott Police Department (New York)	ALERT project information
04/05/02	Fremont Police Department (Nebraska)	Bomb threat response policy
04/09/02	Hobbs Police Department (New Mexico)	SRO policy
04/09/02	Fort Smith Police Department (Arkansas)	Special event ordinance
05/16/02	Baton Rouge Police Department (Louisiana)	SWAT policy and compensation
05/16/02	Lake Charles Comm. District (Louisiana)	School crime stoppers program
05/17/02	Tulsa County Sheriff's Office (Oklahoma)	Educational incentive policy
05/31/02	City of Plymouth (Oregon)	Sergeant FTO program
06/03/02	Cody Police Department	Sergeant FTO program





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	<b>(Wyoming)</b>	
06/04/02	Northville Township	Sergeant FTO program
	<b>(Michigan)</b>	
06/05/02	Baton Rouge Police Department	Recruiting plan
	<b>(Louisiana)</b>	
06/05/02	Loudoun County Sheriff's Office	Sergeant FTO program
	<b>(Virginia)</b>	
06/05/02	Fort Smith Police Department	Patrol shift operation
	<b>(Arkansas)</b>	
06/26/02	Little Rock Police Department	Records, research, crime analysis
	<b>(Arkansas)</b>	
07/08/02	Independence Police Department	SWAT vehicle rack systems
	<b>(Missouri)</b>	
07/18/02	Auburn Police Department	Bomb policy/lesson plan
	<b>(New York)</b>	
08/01/02	Lafayette Sheriff's Office	911 call procedures
	<b>(Louisiana)</b>	
08/02/02	Utah Department of Public Safety	SWAT standards
08/05/02	Portsmouth Police Department	Sergeant FTO program
	<b>(New Hampshire)</b>	
08/07/02	Utah Department of Public Safety	Tactical operations SWAT/HNT
08/27/02	Conway Police Department	Department officer ranks
	<b>(Arkansas)</b>	
08/27/02	Greenwood Village Police Department	Gratuities policy
	<b>(Colorado)</b>	
09/17/02	Hobbs Police Department	Citizen survey
	<b>(New Mexico)</b>	
09/22/02	Hobbs Police Department	Dress code policy
	<b>(New Mexico)</b>	
09/27/02	Hobbs Police Department	SRO school compensation
	<b>(New Mexico)</b>	
10/23/02	Brookline Police Department	Vest policy
	<b>(Massachusetts)</b>	
10/24/02	Tulsa County Sheriff's Office	IA warning/jail inspection form
	<b>(Oklahoma)</b>	
10/29/02	Oklahoma City Police Department	61.3.6
	<b>(Oklahoma)</b>	
11/07/02	Oklahoma City Police Department	Computer seizure program
	<b>(Oklahoma)</b>	
11/21/02	Henderson Police Department	Early warning system
	<b>(Nevada)</b>	
11/22/02	Oklahoma City Police Department	Intelligence policy
	<b>(Oklahoma)</b>	
12/04/02	Oklahoma City Police Department	Crime victim services analysis
	<b>(Oklahoma)</b>	
12/12/02	Hobbs Police Department	Narcotic destruction methods
	<b>(New Mexico)</b>	



## RECRUITING AND TRAINING

### Recruiting and Selection

*During 2002, 28 new employees were hired, including 9 sworn officers, 6 Public Safety Officers (PSO), 5 Communications Operators, 3 Part-Time Communications Operators, 1 Records Technician and 2 Animal Control Officers (ACO). The Recruiting & Training Division of the department manages this function, including scheduling of written tests, selection boards, typing tests, psychological, physical, and polygraph examinations, as well as final interviews for all the candidates requiring these steps. Employees hired in 2002 are listed below.*

Martinez	Ramona	Part-Time Communications Operator	01/01/2002
Cortez	Brooke	Records Technician	01/07/2002
Agnew	Shelley	Communications Operator Trainee	01/14/2002
Hubbard	Valerie	Part-Time Communications Operator	01/14/2002
Rogers	Gregory	Part-Time Communications Operator	01/15/2002
Keough	Richard	Recruit Police Officer	02/04/2002
Henderson	Adam	Recruit Police Officer	02/04/2002
McCarroll	Sean	Probationary Police Officer	02/04/2002
Silva	Joebert	Public Safety Officer Trainee	02/04/2002
Turner	Robert	Probationary Police Officer	03/25/2002
Heck	Gerry	Public Safety Officer Trainee	04/22/2002
O'Connor	Julia	Public Safety Officer Trainee	04/22/2002
Yezak	Sabrina	Communications Operator Trainee	05/13/2002
Maldonado	Ramiro	Public Safety Officer Trainee	06/03/2002
Daniels	Judith	Communications Operator Trainee	06/03/2002
Beatty	Sean	Recruit Police Officer	08/12/2002
Arnold	James	Recruit Police Officer	08/12/2002
Sims	Brannon	Public Safety Officer Trainee	09/03/2002
Mosher	Michael	Public Safety Officer Trainee	09/03/2002
Shelton	Roy	Probationary Police Officer	09/16/2002
Martinez	Johnny	Probationary Police Officer	09/16/2002
Lundy	Michael	Probationary Police Officer	09/16/2002
Silva	Joebert	Public Safety Officer Trainee	10/16/2002
Ealoms	Markesha	Public Safety Officer Trainee	10/28/2002
Pipes	Kathy	Animal Control Officer	11/18/2002
Hayes	Brian	Animal Control Officer	11/18/2002
Fuchs	Jennifer	Communications Operator Trainee	12/16/2002
Beard	Susan	Communications Operator Trainee	12/16/2002



## Training

The Recruiting & Training Division provides or coordinates training courses attended by members of the department. This training consists of programs that are taught by both internal and external providers. During 2002, our employees participated in a total of 24,413 contact hours of training. This is significantly higher than past years, primarily because we are now counting all "training" within the department, including Field Training, and separating "Orientation" from "Internal Training" time for both sworn and civilian positions. (This is a more accurate reflection of the training provided by the department that is overseen and documented by the Recruiting and Training Division.) Internal training courses comprised 6,072 hours (24.8%) of the training attended. Orientation and Field Training made up 10,272 contact hours (42.1%) of the training, and was as usual, one of the most time consuming duties for the Recruiting and Training Unit. External training accounted for 5,541 hours (22.6%) of the total. Academy hours accounted for 10.3% of the total (2,528 hours). Throughout 2002 as in years past, our officers continued to take advantage of the ability to take the required core courses, as well as others, by means of correspondence. The advantage to this is that these types of courses may be taken at any time and the officer taking the course is able to learn at his/her own pace without any time away from their regular duty assignments.

During 2002, the Recruiting & Training Division implemented a new recruiting campaign. This campaign included a new full color tri-fold brochure. This brochure included a "pocket" for informational inserts that can be easily reprinted and updated when needed. This "pocket" design avoids the need to use unsightly and unprofessional looking stickers to update information. A local video company created the second component of the plan, the recruiting video. The company, working closely with the Recruiting Division, produced a video that combines fast moving action scenes and popular music. It emphasized the Police Department's commitment to a high quality of life for its officers as well as its citizens. The video is used in combination with the brochure at recruiting fairs, police department presentations and is aired on the City's Government Access Channel.



**Recruiting and Training Division**



Spanish for Law Enforcement training



Policy Update training





## **Officers Keough and Henderson take their Oath**



## PROMOTIONS

The department's promotional process is coordinated by the Administrative Division of the police department in cooperation with the Human Resources Department of the City of College Station. In order to comply with state, federal and local regulations, as well as to insure compliance with accreditation standards, the promotional process uses validated selection procedures and written testing material, and the process is evaluated by the department staff annually.

**The following employees received promotions in 2002:**

### Civilian Employees

Employee		From	To	Date
Roman	LeeAnn	Probationary Communications Operator	Communications Operator I	02/19/02
Silva	Joebert	Public Safety Officer Trainee	Probationary Public Safety Officer	04/29/02
Sims	Terri	Animal Control Officer I	Animal Control Officer II	05/01/02
Hronek	Rachel	Communications Operator Trainee	Probationary Communications Operator	05/06/02
Reitmeyer	Thomas	Probationary Communications Operator	Communications Operator I	06/04/02
Watson	Kendra	Probationary Communications Operator	Communications Operator I	06/18/02
Franz	Julia	Sr. Communications Operator I	Sr. Communications Operator II	06/30/02
Johnson	Tracy	Communications Operator II	Communications Operator III	07/08/02
Maldonado	Ramiro	Public Safety Officer Trainee	Probationary Public Safety Officer	08/26/02
Carrillo	Morris	Communications Operator I	Communications Operator II	09/05/02
Yezak	Sabrina	Communications Operator Trainee	Probationary Communications Operator	10/01/02
Noah	Adrienne	Sr. Communications Operator I	Sr. Communications Operator II	11/02/02
Flippen	Garlene	Communications Operator I	Communications Operator II	11/07/02
Sims	Brannon	Public Safety Officer Trainee	Probationary Public Safety Officer	12/01/02
Mosher	Michael	Public Safety Officer Trainee	Probationary Public Safety Officer	12/23/02





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**Sworn Employees**

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<b>Employee</b>		<b>From</b>	<b>To</b>	<b>Date</b>
Anderson	Damian	Probationary Officer	Police Officer	01/01/02
Woodward	James	Master Officer II	Sergeant	02/13/02
Patterson	Kyle	Police Officer	Senior Officer I	02/01/02
O'Banion	Luther	Master Officer I	Master Officer II	02/18/02
Benningfield	Joseph	Probationary Police Officer	Police Officer	03/26/02
Shumaker Sr.	Robert	Probationary Police Officer	Police Officer	03/26/02
Johnson	Lakedreia	Senior Officer II	Master Officer I	04/01/02
Fallwell	William	Probationary Police Officer	Police Officer	04/07/02
Reiter	Kathryn	Probationary Police Officer	Police Officer	04/07/02
Webb	James	Probationary Police Officer	Police Officer	04/07/02
Brown, Jr.	Thomas	Senior Officer II	Master Officer I	04/15/02
Norris	Brandy	Senior Officer II	Master Officer I	04/15/02
Pavelka	Michael	Senior Officer II	Master Officer I	04/15/02
Abbey	Brent	Probationary Police Officer	Police Officer	05/03/02
Fleeger	Charles	Sergeant I	Sergeant II	05/15/02
Wiesepape	Karla	Probationary Police Officer	Police Officer	05/16/02
Brock	Steve	Master Officer II	Sergeant	05/20/02
Kunkel	Anthony	Master Officer I	Master Officer II	05/23/02
Henderson	Adam	Unlicensed Recruit Officer	Probationary Police Officer	06/03/02
Keough	Richard	Unlicensed Recruit Officer	Probationary Police Officer	06/03/02
Sheets	Tracy	Probationary Police Officer	Police Officer	06/11/02
McCune	Nathan	Police Officer	Senior Officer I	06/15/02
Schwartz	Charles	Police Officer	Senior Officer I	06/15/02
Anderson	Craig	Master Officer II	Sergeant	06/24/02
Bain	Dennis	Senior Officer I	Senior Officer II	07/02/02
Carpenter	LeeAnn	Senior Officer I	Senior Officer II	07/02/02
Phillips	Liza	Senior Officer I	Senior Officer II	07/02/02
Seaton	Rhonda	Senior Officer I	Senior Officer II	07/02/02
Suel	Chris	Police Officer	Senior Officer I	09/06/02
Vasquez	Miguel	Probationary Police Officer	Police Officer	09/19/02
Krauter	Blain	Police Officer	Senior Officer I	09/25/02
Rincones	Noe	Senior Officer I	Senior Officer II	10/01/02
Harris	Jeff	Probationary Police Officer	Police Officer	10/10/02
Leschber	Daniel	Police Officer	Senior Officer I	10/10/02
Brown	Jimmy	Probationary Police Officer	Police Officer	10/15/02
Perkins	Michael	Police Officer	Senior Officer I	10/15/02
Flynn	Ryan	Police Officer	Senior Officer I	12/10/02
Southerland Jr	Gary	Probationary Police Officer	Police Officer	12/15/02
Vick	Gary	Master Officer II	Sergeant	12/16/02

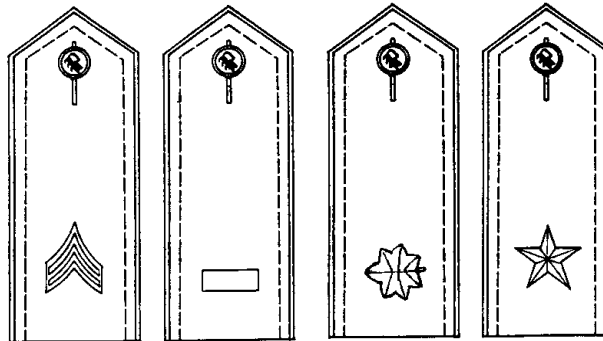


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Arnold	James	Unlicensed Recruit Officer	Probationary Police Officer	12/16/02
Beatty	Sean	Unlicensed Recruit Officer	Probationary Police Officer	12/16/02

**The following employee transferred positions in 2002:**

Employee		From	To	Date
Keough	Richard	Public Safety Officer	Recruit Police Officer	02/04/02



**Sgt. James Woodward and wife, Mendee**



**Sgt. Steve Brock and wife, Sharon**





Asst. Chief Mike Patterson, Sgt. Craig Anderson  
and wife, Lois

Chief Ed Feldman and Sgt. Gary Vick

## RESIGNATIONS/TERMINATIONS

The following employees left the department during 2002:

### Civilian Employees

Employee	Position	Date
Landry Kevin	Public Safety Officer	01/28/02
Dunham Jennifer	Public Safety Officer	02/06/02
Fitzner Todd	Public Safety Officer	04/20/02
Birdwell Angela	Communications Operator	04/20/02
O'Connor Julia	Public Safety Officer Trainee	05/24/02
Hubbard Valerie	Part-time Communications Operator	06/23/02
Daniels Judith	Communications Operator Trainee	07/01/02
Gomez Sonia	Public Safety Officer	07/12/02
Heck Gerry	Public Safety Officer Trainee	07/17/02
Dugan Cory	Records Technician	08/09/02
Estrada Rene	Animal Control Officer	08/13/02
Silva Joebert	Public Safety Officer	08/31/02
Norris Susan	Part-time Communications Operator	09/19/02

### Sworn Employees

Employee	Position	Date
Nelson John	Patrol Officer	03/08/02
Sliva Eric	Recruit Officer	04/10/02
Wiesepape Daniel	Patrol Officer	05/01/02
Fuller John	Patrol Officer	05/05/02
Shilson David	Patrol Officer	05/10/02
McCarroll Sean	Probationary Officer	06/10/02
Brock Steven	Patrol Sergeant	06/30/02
Martinez Johnny	Probationary Officer	11/07/02
Richter James	Patrol Officer	12/30/02



## EDUCATION

The College Station Police Department believes that education is vital to personal and professional growth of all employees. The City of College Station also has a tuition reimbursement program for job related college courses for civilian employees.

The following chart describes the educational breakdown of the 138 full time employees of the College Station Police Department in December 2002.

Master's Degree	2
Bachelor's Degree	42
Associate's Degree	9
Some College	68
High School Graduate	17

These figures indicate that 88% of the employees of the department have completed college level classes.



**Recruiting Officer Rhonda Seaton and Officer Kirk Webb visit with a prospective applicant at a Blinn College Career Day**



## THE FUTURE

Over the past year, the College Station Police Department has continued to witness steady growth and achievement. Much of this can be attributed to a very supportive community, high quality employees, continuing efforts to further community policing and our proactive approach to problem solving. Under the name of community policing, the department has sought to enhance its problem solving abilities by developing partnerships with College Station citizens and businesses. As the city grows, and partnerships with citizens and businesses are enhanced, we will see new ideas and opportunities develop. Our vision for the year 2003 includes the following areas:

- To continuously review core and specialized services to ensure we are providing adequate resources and accomplishing what was originally intended.
- To continually seek qualified personnel through innovative recruitment practices and career development opportunities with the ultimate goal of having a work force that reflects the community we serve.
- To continually monitor emerging trends in crime and other law enforcement issues and develop strategies to address them.
- To continually review our training programs for police officers, communication operators, public safety officers and animal control officers to ensure that the highest quality of training is obtained.
- To continually develop personnel for higher levels of responsibility through formal training, mentoring, as well as on-the-job training opportunities.
- To establish a formal training program for newly appointed command level personnel. Recognizing that it is mandatory that this level of employee has training in Incident Command, Emergency Management, and Leadership.
- To continually monitor and refine the department's role as a first line of defense in Homeland Security.
- To realign the Criminal Investigation Division to provide for a higher level of supervision.
- To implement a department-wide police assistant program, which utilizes civilian employees to perform many tasks typically performed by sworn officers. Therefore minimizing the number of sworn officers that must be hired to stay in step with area growth.
- To work closely with the City's Traffic Management Team in order to effectively address area traffic concerns.
- To implement an explosive detection and patrol tracking K9 unit.



- To continue our past efforts of seeking national accreditation status for the Department's Communication Center.
- To work towards the separation of Communications and Jail personnel to better address staffing requirements in each respective area.
- To increase crime prevention efforts to include reaching out to senior citizens of our community.
- To continually evaluate and implement technology where appropriate in order to enhance the overall effectiveness and efficiency of the department.
- To work towards enhancing communication and interoperability between local law enforcement agencies
- To continue in our capital improvement program efforts to provide for the future expansion of the police department building.
- To proceed with the implementation of the Records Management System upgrade.



**And now .....the rest of the story.**





**Christmas Party – You better watch out  
Elf Sayers, Santa Roby and Mrs. Santa Bain**



**Sgt. Hicks finds out whether she was  
good or bad.**



**Chief Feldman listens to Santa.**



**Santa Statue**